

STARTING SALARIES ACCEPTED BY MILR GRADUATES (U.S. ONLY)

CLASS OF	MEAN	MEDIAN	RANGE
2016	\$84,730	\$85,000	\$40,000 - \$150,000
2015	\$85,708	\$85,000	\$50,000 - \$120,000
2014	\$84,110	\$85,000	\$52,146 - \$120,000

CLASS OF 2016

BY SECTOR*	MEAN	MEDIAN	RANGE
Big/Pharma/ Life Sci	\$82,667	\$85,000	\$78,000 - \$85,000
Educ/Govt/ Labor/NP	\$72,500	\$71,000	\$48,000 - \$100,000
Fin Svcs/Insur.	\$90,667	\$92,500	\$87,000 - \$92,500
Manuf.	\$90,583	\$82,000	\$75,000 - \$150,000
Oil/Energy	\$85,167	\$87,500	\$78,000 - \$90,000
Tech.	\$86,444	\$90,000	\$40,000 - \$111,000

*Not enough data points to report Telecomm. and Consulting/Professional Practice

CLASS OF 2016 SIGN-ON BONUSES

MEAN	MEDIAN	% RECEIVED (U.S.)
\$13,481	\$12,000	67%

CLASS OF 2017 SUMMER 2016 INTERNSHIP SALARIES**

Mean	\$1,426/week
Median	\$1,425/week
Range Total	\$770-\$2,080/week

70% received housing, subsidy, and/or relocation allowance

**Not enough data points to report out Educ/Govt/Labor/Nonprofit

MILR/MBA STARTING SALARIES (U.S. ONLY)

CLASS OF	MEAN	MEDIAN	RANGE
2016	\$106,667	\$105,000	\$85,000 - \$140,000
2015	\$105,000	\$100,000	\$80,000 - \$135,000
2014	\$107,833	\$111,000	\$100,000 - \$112,500

CLASSES OF 2018 AND 2019 MILR/MBA SUMMER 2017 INTERNSHIP SALARIES

MEAN	MEDIAN	RANGE
\$1,553	\$1,600	\$1,443 - \$1,600/week

100% received housing, subsidy, and/or relocation allowance

MILR/MBA 2016 FULL-TIME & 2017 SUMMER EMPLOYERS

Bank of America	LG Electronics
Deloitte Consulting	Lyft
Honeywell	Microsoft
IBM	Whirlpool
Johnson & Johnson	Willis Towers Watson

GEOGRAPHIC LOCATION OF GRADUATES

Mid Atlantic	10%	New England	8%
Midwest	10%	South	19%
NY Metro	7.5%	West	19%
Non-Metro NYS	7.5%	International	17%
		Rounding error	2%

GRADUATE SCHOOLS ATTENDED

ESCP Europe
University of Wyoming

2016 FULL-TIME & 2017 SUMMER EMPLOYERS

Abbvie	Hershey Company (The)
Amazon.com*†	Hilton
American Express	hiQ Labs
American Federation of Teachers	Honeywell*
Amgen	HP, Inc. (Hewlett-Packard Company)
Avascent	IBM
Axis Law Chambers	Ingersoll Rand
Bill & Melinda Gates Foundation	JPMorgan Chase & Co.
BP British Petroleum*	Johnson & Johnson
brightspot strategy	KLA-Tencor Corporation
Bristol-Myers Squibb*†	Lockheed Martin
Capital Group Companies*†	Marsh & McLennan Companies*
Cigna*	McKesson Corporation
Cisco Systems, Inc.*	Microsoft*
Colgate-Palmolive	OneTrust Home Loans
CommScope	PepsiCo
Corning Incorporated*†	PwC
Cummins Inc.*	Saudi Aramco (Saudi Arabian Oil Co.)
Dell, Inc.+	Shell
Deloitte Consulting	Sikorsky (Lockheed Martin)
Eaton Corporation	Syniverse
Ecolab	TE Connectivity Corporation
Ericsson Inc.	Thermo Fisher Scientific
European Trade Union Institute	T-Mobile USA, Inc.
Fair Labor Association	United Nations Secretariat
Franklin Templeton Investments	United Technologies Corporation
General Electric*†	UnitedHealth Group
General Mills*†	University of Alaska
Government of India	World Elites Housing
Government of UK, Cabinet Office	

*These organizations made full-time hires in both 2015 and 2016

†These organizations have hired more than one master's graduate for a full-time position

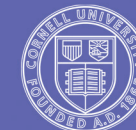
ILR School



2016

POSTGRADUATE REPORT OF MASTER OF INDUSTRIAL & LABOR RELATIONS DEGREE RECIPIENTS

Advancing
THE WORLD OF
work

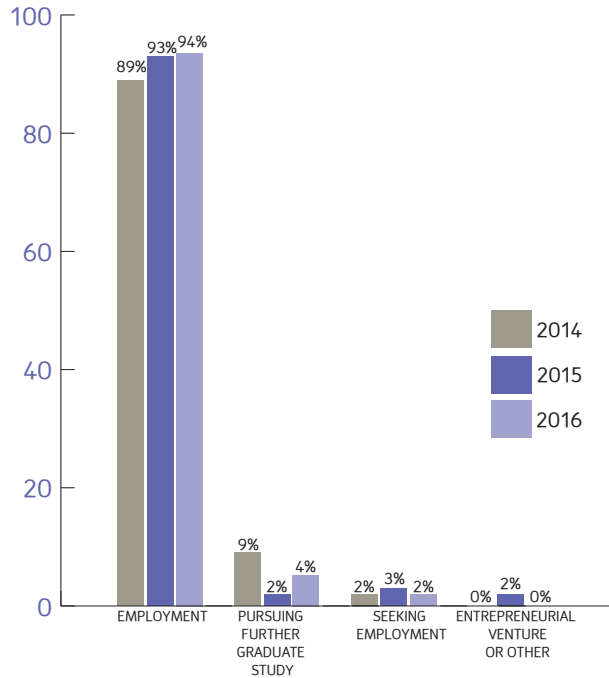


Cornell University

www.ilr.cornell.edu/career-path

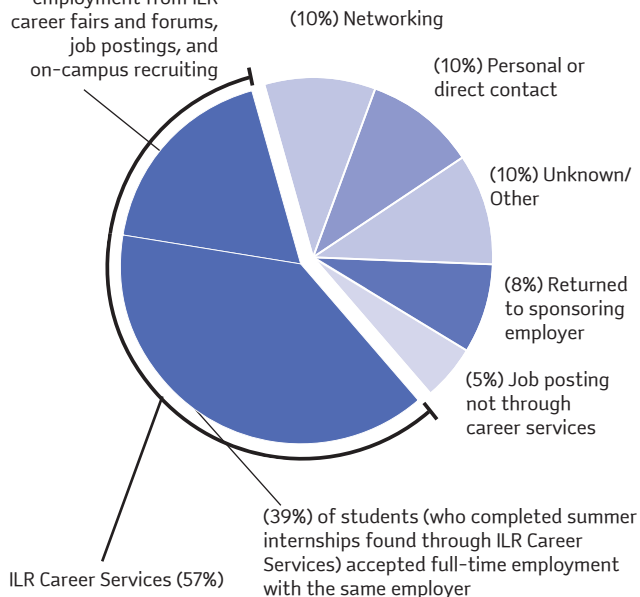
ILR Office of Career Services, 201 Ives Hall | Ithaca, NY 14853 | ph. 607.255.7816

Postgraduate Activities

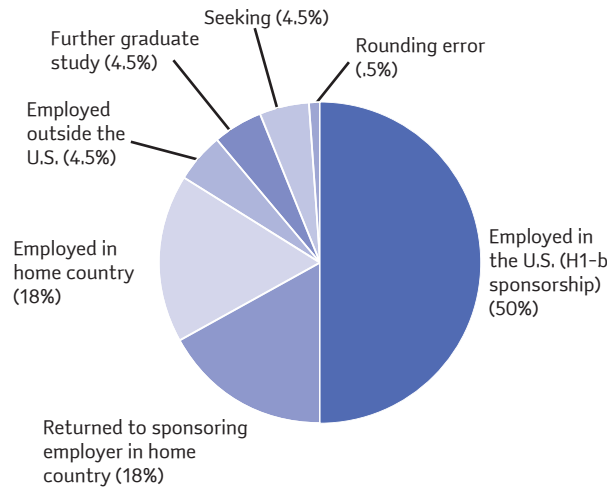


How Graduates Found Their Jobs

(18%) of students found employment from ILR career fairs and forums, job postings, and on-campus recruiting



International Students



International students represent 40% of the Class of 2016.
53% of the international Class of 2018 completed summer 2017 internships in the U.S.

2016 Job Titles For Full-Time Employment

- | | |
|---|---|
| Accountability Associate | Human Resources Generalist |
| Assistant to Benefit Administrator | Human Resources Leadership Development Program Specialist |
| Associate Human Resources Manager | Human Resources Manager |
| Compensation Operational Analyst | Human Resources Pathways Program |
| Compensation Specialist Consultant | Human Resources Project Manager |
| Deputy Chief Personnel Officer | Human Resources Representative |
| Design Strategist | Legal Associate |
| Global Compensation Manager | Mortgage Loan Originator |
| Global Human Resources Associate | Office Manager |
| Global Human Resources Business Partner | Organizer |
| Human Resources Account Manager | People Analytics Consultant |
| Human Resources Associate | Policy Advisor |
| Human Resources Business Partner | Senior Associate, Communications |
| Human Resources Consultant | Senior Industrial Relations Representative |
| Human Resources Development Program Participant | Senior Manager |
| | Senior Manager, Organization Development & Learning |

MILR Concentrations

Human Resources and Organizations

Focuses on people in organizations, including the roles of line managers, the HR function and HR professionals in contributing to organizational success and employee well-being and such key aspects of organizational life as leadership, decision-making, and conflict resolution. The emphasis is on both theoretical and practical applications. Traditional classroom experiences are regularly enriched by interactions with senior corporate executives and other managers who focus on the real-time challenges they face.

Collective Representation

Focuses on industrial relations, including the past, present and future of the labor movement. In addition to the core courses, students who choose this concentration can take classes on the history of unions, the modern workforce, international and comparative political economy, and theories of the labor movement, as well as gain practical skills to apply to jobs in unions, labor relations, and related areas. This program is ideal for students with at least one year of work experience who are interested in social justice, or professionals in the labor movement who are looking for a change of pace.

Dispute Resolution

The DR concentration is flexible and is intended to address student needs and interests, given career options that favor experience and further education, especially in law. It is not intended to prepare students for entry-level opportunities. The rise of alternative dispute resolution (ADR) in employment relations and other fields has created opportunities for students with experience interested in pursuing careers as mediators, arbitrators, or facilitators. A growing number of corporations and other organizations have hired dispute resolution specialists to manage their ADR programs. Federal and State agencies, such as the US Federal Mediation and Conciliation Service and the US department of Labor, and international agencies, such as the International Labour Organization, employ specialists in dispute resolution.

Labor Market Policy

Candidates are prepared for careers in public policy toward labor markets. These are careers that analyze, develop, and administer public policy; careers that will often bridge government, private firms, and non-profit organizations. The curriculum provides students with skills that will enable them to evaluate government policies. It also provides students with knowledge of public and private institutions that are fundamental to the operation of the labor market.

International and Comparative Labor

Students have the opportunity to increase their understanding of international and comparative industrial relations, human resources, organizations, and labor markets. In particular, it is expected that students will understand how varying industrial relations and human resources policy and labor market institutions "work" in different national contexts.